

**Zion-Benton Twp. High School District 126 Board of Education  
Last, Best, Final Package Offer Presented to the  
Zion-Benton Federation of Teachers  
October 31, 2011**

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**Note:** Proposed additions to existing contract language are denoted blue/underscored, and deletions to existing contract language are denoted red/strikethrough.

## **LANGUAGE CHANGES**

### **BOARD PROPOSAL: Article IX, Section D2 – Negotiation Procedures**

**RATIONALE:** The Board desires to begin negotiations earlier in an effort to provide more time and to ensure a more likely completion of negotiations prior to the start of the school year.

**COST/SAVINGS:** Neutral

#### **CONTRACT LANGUAGE MODIFICATIONS:**

Negotiations shall begin no later than ~~April 1~~[February 1](#) of the final year of this Agreement, unless both parties agree to an alternate date. Meetings shall be held as necessary at times and places agreed to by both parties.

### **BOARD PROPOSAL: Article VII, Section S – Tuition Reimbursement – Teachers**

**RATIONALE:** For purposes of receiving tuition reimbursement benefits, the Board desires faculty members pursue their first master's degree in their content area, curriculum and instruction, instructional technology, or a degree specifically related to the position they were hired for prior to pursuing a master's degree in administration. The proposal states that the Board will only provide tuition reimbursement for an administrative degree if the employee has already secured his/her first master's degree in the field.

**COST/SAVINGS:** Neutral

#### **CONTRACT LANGUAGE MODIFICATIONS:**

##### **Teachers**

Beginning with the 1998-99 school term, teachers shall receive tuition reimbursement, per hour, at the rate specified in the Miscellaneous Stipend Schedule, but not to exceed the actual cost of tuition. All courses for tuition reimbursement must be pre-approved by the Superintendent. Undergraduate credits shall not qualify for tuition reimbursement, except in special cases approved by the Superintendent. Approval forms for this purpose are available in the office of the Superintendent or Principal. Approved courses shall be those deemed beneficial to the individual teaching situation, and for the most part, in the teacher's assigned field content area, or part of a preapproved Master's Degree program. Tuition reimbursement shall not be given for coursework taken to change fields [or for an administrative credential unless the teacher already possesses his/her first secondary education Master's Degree.](#)

Teachers enrolled in Master's programs shall be granted approval of elective courses which are part of the course of study leading to the Master's Degree in the assigned teacher field.

There shall be a twelve (12) hour limit per year on tuition reimbursement unless the teacher is enrolled in a Master's Degree program in which case there shall be no such limit.

Teachers must present official evidence of satisfactory completion of courses showing a passing grade and credit, and have an official transcript forwarded to the office of the Superintendent prior to the issuance of tuition reimbursement. Tuition reimbursement shall be issued within fifteen (15) working days of receipt of the official transcript.

Teachers enrolled in an approved Master's Degree program must return to regular employment in the district for a period of two (2) years following conferral of the Master's Degree. If the teacher does not return for the entire two (2) year period the district may withhold an amount equal to the tuition reimbursement for the Master's Degree from teacher's final paycheck or paychecks.

**BOARD PROPOSAL: Article V, Section E – Unpaid Leave (Non-Disability/Pregnancy/Adoption/Etc.)**

**RATIONALE:** Current contract language allows certified staff members to take an unpaid leave of absence for the purpose of accepting other employment, provided the employee executes a promissory note in the amount of \$500. The Board desires the payment be made into an escrow account in advance of the unpaid leave commencing and that the required amount increase to \$2,000 if the unpaid leave is for the purposes of accepting employment elsewhere.

**COST/SAVINGS:** Neutral

**CONTRACT LANGUAGE MODIFICATIONS:**

E. Unpaid Leave (Non-Disability/Pregnancy/Adoption/Etc.)

**Classified Staff Employees**

A classified staff employee shall be eligible for a leave of absence, subject to the following:

1. Application for such leave shall be made in writing to the Superintendent or designee at least ninety (90) calendar days prior to the anticipated onset of the leave, and subject to the approval of the Board of Education.
2. The classified staff employee and the Superintendent or designee shall agree upon a plan for the commencement and termination of such leave, taking into consideration the particular time factors that pertain.
3. Sick leave shall not be applicable during the period of the leave but may be used during any period of illness or disability immediately preceding the leave. Any accumulated sick leave available at the time of the commencement of the leave shall be available upon termination of such leave and return to employment in the District.

## **Teachers**

Nothing in this Section shall be construed as requiring any teacher to apply for an unpaid leave of absence. A non-tenured teacher or a tenured teacher not desiring an unpaid leave of absence may utilize accumulated sick leave during any period of temporary disability. If such teacher shall have exhausted accumulated sick leave, the teacher shall be granted an unpaid leave during the temporary disability. Such teacher shall return to employment immediately following the termination of such temporary disability.

Unpaid leave of absence shall apply to situations of non-disability, including but not limited to such situations as might result from pregnancy, adoption, and child-rearing. Unpaid leave of absence shall apply equally to both male and female teachers. Nothing herein shall preclude a teacher from taking an unpaid leave of absence where he or she may otherwise be entitled to take a temporary disability leave.

As used hereafter, “teacher” means a tenured teacher, except in Sub-Section 8 which is applicable only to non-tenured teachers, and in Sub-Sections 9, 10, and 11 which are applicable to all teachers. “School term” is defined as that portion of the school year when school is in session.

A teacher shall receive an unpaid leave of absence upon request subject to the conditions hereinafter set forth. Such leave may be used during and after any period of temporary disability or following the use of sick leave during any period of temporary disability. The leave is subject to the following conditions:

1. The teacher shall make written request to the Superintendent or designee for unpaid leave of absence at least three (3) months prior to the onset of the requested leave, but not less than one (1) month prior to the end of the school term, if at all possible.
2. In cases of pregnancy, the teacher shall provide a written statement from an obstetrician or physician indicating the expected date of delivery.
3. The Superintendent or designee and the teacher shall agree on the dates of commencement and termination of the leave, taking into consideration maintenance of continuity of instruction (e.g., grading periods), the needs of the teacher, and other pertinent medical-related and time factors. The unpaid leave of absence shall not exceed the balance of the school term in which it commences and one (1) additional school term. Any unpaid leave of absence which commences during the summer recess shall be deemed to begin at the start of the ensuing school term. Every effort shall be made to have the unpaid leave of absence terminate immediately prior to the start of a new school term.
4. Sick leave shall not be applicable during any unpaid leave of absence. Any accumulated sick leave available at the commencement of the unpaid leave of absence shall be available to the teacher upon return to employment. Insurance benefits normally provided by the Board shall not be applicable during any unpaid

leave of absence, except as provided in Sub-Section 5, below. Where the unpaid leave of absence commences or terminates during the course of a school term, available Board paid insurance benefits for that portion of the school term worked by the teacher shall be computed pro-rata. (Example: A teacher who works one (1) semester shall receive six (6) months of Board paid insurance benefits.)

5. With the consent of the carrier, the teacher may maintain insurance benefits while on unpaid leave of absence by making timely payments of all premiums which may be due to the District's Business Office or elsewhere pursuant to its direction.
6. Any teacher who works ninety (90) or more days of the school term prior to the commencement of an unpaid leave of absence or following the termination of an unpaid leave of absence shall be entitled to such advancement on the salary schedule as the teacher would have had if the unpaid leave of absence had not occurred.
7. Any teacher desiring unpaid leave of absence as a result of becoming an adoptive parent shall notify the Superintendent or designee, in writing, upon the initiation of such adoption proceedings. Unpaid leave of absence shall be granted upon satisfactory written notification to the Superintendent or designee of the date the child is expected to be received. It shall be the responsibility of the applying teacher to keep the Superintendent or designee informed on the status of the proceeding, and, as soon as known, the expected date of the delivery of the child. This Sub-Section shall not apply if the adopted child is attending school (except kindergarten) at the time the child is received.
8. An unpaid leave of absence may be granted to a non-tenured teacher by action of the Board, subject to all the conditions applicable to a tenured teacher, and provided the term of such leave shall not be considered in computing full-time employment under Section 24-11 of The School Code for purposes of the continuous employment necessary to attain contractual continued service status. Upon the return from such leave, the teacher shall be considered to have commenced his or her first probationary year. The granting of an unpaid leave of absence to any non-tenured teacher shall not constitute a precedent for the granting or withholding of leave to any other non-tenured teacher. Each request shall be judged on its own merits and shall be within the sole discretion of the Board. Additional conditions or restrictions may be established for any such leave, provided nothing herein shall be construed as requiring any non-tenured teacher to apply for such leave or to accept the conditions established therefore.
9. As a condition precedent to the granting of an unpaid leave of absence of four (4) calendar months or more, the teacher shall ~~sign a promissory note agreeing to return to employment at the termination of the unpaid leave of absence for a minimum period of one (1) year. Any teacher who fails to comply with the promissory note shall be subject to the liquidated damage provision contained in the promissory note.~~ deposit either cash or a bank/cashier's check made payable to the District, into a District escrow account ("Liquidated Damages"). If the teacher takes a leave of absence for medical, pregnancy, adoption and/or child rearing, or educational

attainment in the education field, the teacher shall remit an amount of Five Hundred Dollars (\$500.00) into the District escrow account. If the teacher takes a leave of absence for other reasons such as outside employment, then the teacher shall remit an amount of Two Thousand Dollars (\$2,000.00) into the District escrow account. In the event the teacher fails to return to the employ of the District after the requested period of leave, unless the failure to return is due to death, or permanent disability, the teacher shall forfeit the Liquidated Damages to the District.

10. The Board shall indemnify and hold harmless the Union, its affiliates, members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability, including, but not limited to, damages, attorney's fees, and costs that shall arise out of or by reason of action taken by the Board or a teacher as a result of the requirements of the promissory note or an executed promissory note. In the event of a dispute arising out of the requirement of the promissory note or an executed promissory note, a party may proceed to expedited arbitration which shall result in a binding and final decision.
11. A teacher who has been granted an unpaid leave of absence shall not become eligible for a subsequent unpaid leave of absence unless and until such teacher has returned to full-time service for at least one (1) year, provided that the Board may grant such a subsequent leave in its sole and absolute discretion. The granting or withholding of such a subsequent leave shall be without precedential effect.

#### **PROMISSORY NOTE**

~~In consideration of the Board of Education of Zion Benton Township High School District No. 126 ("Board"), Lake County, Illinois, granting the undersigned an unpaid non-disability leave of absence of four (4) calendar months or more for the period beginning \_\_\_\_\_ and ending \_\_\_\_\_; and in consideration of the Board holding open a position for the undersigned for that period, I, \_\_\_\_\_, a tenured teacher at the District, hereby promise to return to the employ of the Board for one (1) year upon the completion of my unpaid non-disability leave of absence. In the event I do not return to the employ of the District or do not return for the stated length of time, as promised above, I shall pay to the Board as liquidated damages the sum of \$500, unless failure to return or not returning for the stated period of time is due to death, permanent disability, spousal relocation which renders commuting to the District unreasonable, or health of infant requires parental attendance on a continuing basis. Payment shall be made to the Board upon demand.~~

Date: \_\_\_\_\_ Signed: \_\_\_\_\_

## **BOARD PROPOSAL: Article VI, Section B7 – Workday – Teachers**

**RATIONALE:** Currently, certain teachers oversee a study hall or an academic lab as part of their contractual day. The Board desires to have the additional option of assigning these teachers to oversee guided study labs that will provide students academic intervention opportunities. The District must provide additional academic interventions to be in compliance with Response to Intervention legislation. Identified students in need of academic assistance will be assigned to these intervention labs, in lieu of study hall, where they will utilize the District's intervention software programs and work with assigned teachers.

**COST/SAVINGS:** Neutral

### **CONTRACT LANGUAGE MODIFICATIONS:**

Delete obsolete language regarding department heads and replace with the following:

7. Responsibilities during a supervision period will be assigned by the building principal and may include study hall, academic labs, or intervention guided study labs.

## **BOARD PROPOSALS: Article VI, Section M – Vacations – Classified Staff Employees**

**RATIONALE:** Currently there is no limit to the amount of vacation days classified staff members may carry over, bank, and cash in at their retirement rate of pay. The Board understands the need for some flexibility in carrying over vacation days from time to time, but desires to limit how many days and for how long. Any vacation days currently banked are grandfathered and not impacted by this proposed new contract language.

**COST/SAVINGS:** Savings will vary dependent upon employee, his/or her rate of pay, and number of vacation days.

### **CONTRACT LANGUAGE MODIFICATIONS:**

New language added:

6. Classified staff employees are limited to carrying over five (5) unused vacation days from one fiscal year to the following fiscal year effective with the 2011-12 fiscal year except for the unused "grandfathered" vacation days a classified staff employee has accrued prior to the 2011-12 fiscal year. Any carryover days, other than "grandfathered" days, must be used by the following January 1 or they are forfeited.

## **UNION PROPOSAL: Article VI, Section B2 – Workday – Teachers**

**RATIONALE:** More parents are communicating with teachers about their students' progress via the District's online student data warehouse and via email. Attendance at evening parent nights has dwindled over the years. Currently, the District has six (6) early release days in compensation for teachers working three evenings during the school year. This proposal reduces parent nights from three (3) to two (2) and will reduce early release school days down from six (6) days to four (4) days, thus providing additional instructional time for students.

**COST/SAVINGS:** Neutral

### **CONTRACT LANGUAGE MODIFICATIONS:**

2. Teachers shall be required to attend, unless given administrative leave, no more than ~~three (3)~~ two (2) formally scheduled district-wide parent/teacher conference times which extend beyond the normal school day and into the evening, one in the fall semester and one in the spring semester. Such conferences shall be scheduled to end by 8:30 ~~9:00~~ p.m., providing this shall not obviate teachers from remaining until all conferences are completed. ~~The following day shall operate on a shortened day schedule with early dismissal for teachers, unless another day during the same week is~~ There shall be a minimum of four (4) days as compensation for the two (2) formally scheduled district-wide parent/teacher conferences where teachers are released at least forty-seven (47) minutes early on each. The dates of these compensation days shall be mutually agreed upon between the Superintendent and the Union President. Additionally, teachers shall schedule individual conferences with parents as the need arises throughout the year upon the request of the teacher, parents or the administration.

## **UNION PROPOSAL: Article VI, Section W – Chair Usage – Classified Staff Employees**

**RATIONALE:** Paraprofessionals are required to complete paperwork, which is difficult while standing in their assigned area. As long as the hallways are clear and safe, the Board agrees to provide paraprofessionals the opportunity to sit for ten minutes each class period as outlined below.

**COST/SAVINGS:** Neutral

### **CONTRACT LANGUAGE MODIFICATIONS:**

New Language:

Paraprofessionals assigned to hall monitoring duties shall be provided with a chair on which they can sit beginning ten (10) minutes after the student full period class attendance bell is chimed until twenty (20) minutes after the student full period class attendance bell has chimed throughout the duration of their workday, when students are in attendance.



Paraprofessionals will remain vigilant and responsible for their supervision area during such time as they are provided seating. Further, nothing in this section shall construe that paraprofessionals must be seated during this time. Paraprofessionals shall move to any area of their responsibility in order to maintain the safety and security of students, employees and facilities.

## **HEALTH INSURANCE PROPOSAL**

### **BOARD PROPOSAL: Article VII, Section H – Health and Medical Insurance**

**RATIONALE:** District 126 belongs to a self-insured health insurance cooperative of eight school districts, which has proven to keep the District's health insurance costs from escalating at the rate typically experienced by many employers. The Board of Education provides its full-time staff members two quality Blue Cross Blue Shield health insurance plan options from which to choose. The cost of health insurance, particularly with the new federal health insurance legislation, has increased significantly and all indications are this trend will continue. The Board is seeking to contain costs on health insurance by limiting its premium contributions to its higher end PPO Plus plan and encouraging employees to move to its PPO plan. Single and family health insurance options remain available under both plans as indicated in the chart below. Enrollment in the PPO Plus plan, however, will be closed to future new hires.

The District has an Insurance Committee comprised of Union members, the District's Business Manager, and the District's third party health insurance consultants. The joint Insurance Committee meets annually to review the actuarial calculation for the following year's premiums, which are prepared by the District's third party consultants. The outcome of the committee meeting guides the Board in setting the final monthly premiums for the following year based on actual claims experience and current trend. In order to arrive at a final decision, the District also considers the amount of reserves it has in its health insurance claims fund and endeavors to maintain a 25% reserve (3 months). When the reserve has exceeded 25%, the premium calculations have been, and will continue to be, adjusted downward. Given the Board's high level of contribution towards premium costs, as illustrated below, the Board has a vested interest in keeping monthly health insurance premiums down.

An open enrollment period will be established in order for staff to move from the PPO Plus plan to the PPO plan, if desired, before premium distribution changes go into effective January 1, 2012. The premium distribution formula for determining the Board's and employee's share of the PPO Plan premiums will remain the same. Premium cost distributions effective January 1, 2012, would be as follows:

July-December 2011					January-June 2012		
PPO Plus Plan	Category	Board	Emp.	Total	Board	Emp.	Total
Co-pay: \$15 doctor co-pay 100% Coverage Outpatient ER = \$50 RX: \$5-\$10-\$25 Mail RX: \$5-\$10-\$25							
	Single	625	0	625	565	60	625
	Single+1	1,399	0	1,399	1,399	0	1,399
	Family*	1,291	416	1,707	1,291	416	1,707
PPO Plan	Category	Board	Emp.	Total	Board	Emp.	Total
Deductible: \$250 Single/\$500 Family Out of Pocket Maximum: \$500 Single/\$1500 Family Preventive Care: 100% 90/10 after Deductible RX: \$5-\$10-\$25 Mail RX: \$10-\$10-\$10							
	Single	561	0	561	561	0	561
	Single+1	1,255	0	1,255	1,255	0	1,255
	Family*	1,160	373	1,533	1,160	373	1,533

\*Family plan premium distributions reflect certified staff member benefits. The Board will continue to contribute the full value of the PPO single plan premium towards the support staff members' family plan option. However, the Board's contribution towards the support staff members' PPO Plus family plan will be capped at \$565.

**Note: Moving from PPO Plus family to PPO family results in a \$43/month or \$516/year premium savings for certified employees and a \$110/month or \$1,320/year savings for support staff.**

#### **COST/SAVINGS:**

**Scenario #1 Estimate** – Employees remain on the same plan under the new premium distributions. Estimate assumes 4% increase in premiums for year 2 and year 3:

Year 1 Savings (6 months)	\$ 52,920
Year 2 Savings	\$ 197,967
Year 3 Savings	<u>\$ 294,060</u>
Total	\$ 544,947

**Scenario #2 Estimate** – An undetermined number of employees move from the PPO Plus plan to the PPO plan in order to continue to receive 100% paid single coverage or, if on the family plan, to save on the cost of their family insurance.

The PPO single premium will always cost the Board less than the PPO Plus single premium due to the PPO plan's benefit structure. Therefore, the Board's premium contribution towards single coverage will be less for those who change from the PPO Plus plan to the

PPO plan. Also, the Board will realize additional savings by reducing its claims exposure under the PPO Plan's benefit structure.

## CONTRACT LANGUAGE MODIFICATIONS:

### All Health Plan Participants

*(The following first section of language is being deleted as these as well as other benefit details are spelled out in the employee's benefit plan detail sheets. Thus, it is unnecessary to have selected benefits appear in the contract's language.)*

~~As of September 15, 2004, eligible participants in either the EPO or PPO health plan shall be provided the opportunity to obtain the following coverage, subject to requirements of the respective plans, including but not limited to provider selection, co-pay, deductible:~~

- ~~1. Mammograms: For females, one base line between the ages of 35-39 and one mammogram every two years after the age of 40~~
- ~~2. Prostrate Exams: For males over the age of 40, one exam per year.~~
- ~~3. Prescription Drug Benefits:~~
  - ~~a. Mail Order Prescriptions: Eligible participants in the District's health plan may receive a 90-day supply of plan-covered drugs. EPO co-pay shall remain \$5/\$10/\$25. PPO co-pay shall be \$10.~~
  - ~~b. PPO Retail Prescriptions: A 30-day supply of plan-covered drugs may be obtained from an approved drug retailer with a co-pay of \$5 (generic)/\$10(non-generic).~~

Effective July 1, 2011, eligible participants in either the PPO or PPO Plus health plan shall be provided coverage as required under the Federal Health Care Reform Act. The plan document shall be amended consistent with the provisions under the Federal Health Care Reform Act.

Effective July 1, 2011, vision coverage as provided under the PPO Plus health plan shall be removed from the plan. Reimbursement up to \$100 annually will still be available directly through the District for those individuals grandfathered based on the agreement reached between the Union and Board of Education on 5/27/2011. This benefit will continue for grandfathered participants should they switch to the PPO plan.

Maintenance prescription drugs shall be limited to a thirty (30) day supply if obtained from an approved drug retailer. There shall be no such limitation for maintenance prescription drugs obtained through the mail order option provided by the Prescription Drug carrier.

### Teachers

A health and medical insurance program shall be provided for each teacher by the Board. Premium payments shall be made as follows:

## 1. Single Coverage

The Board shall pay up to \$565 towards the premium for the single coverage District Health Insurance Plan PPO Plus options ~~(PPO & EPO)~~. The Board shall pay the premium for the single coverage District Health Insurance Plan PPO option. Enrollment in the District's PPO Plus plan will be closed to future enrollees upon ratification of this agreement.

## 2. Plus One Coverage

The Board shall pay the premium for the Plus One coverage at the maximum rate of \$1,399 for the PPO Plus plan. The Board shall pay the full premium for the Plus One coverage for the PPO plan.

Plus One coverage shall be closed to new enrollees after ratification of the 2004-2007 contract. Current Plus One participants may remain in Plus One coverage until they opt out of such coverage or leave the plan. Once a participant opts out of Plus One coverage s/he may not reenroll.

## 3. Family Coverage

a. PPO Plan: The Board shall pay up to two hundred fifty-two dollars (\$252) per month toward the premium cost of the family coverage PPO plan. If the premium cost exceeds this amount, the teacher shall pay up to the next seventy dollars (\$70) per month. If the premium cost still exceeds this amount, the Board shall pay seventy-five percent (75%) and the teacher shall pay twenty-five percent (25%) of the excess.

b. PPO Plus Plan: The maximum Board contribution for the PPO Plus Family Plan will be \$1,291 per month. Enrollment in the District's PPO Plus plan will be closed to future enrollees upon ratification of this agreement.

~~b. EPO Plan: Should the teacher select the EPO Family health plan, the Board shall pay up to two hundred fifty two dollars (\$252) per month toward the premium cost of the EPO Family health plan. If the premium cost exceeds this amount, the teacher shall pay up to the next sixty dollars (\$60) per month, to a cap of \$172 in 2004-05. In 2005-2006 and thereafter, the premium cost distribution between the Board and employees shall match the PPO premium cost distribution.~~

A joint insurance committee of teachers and administrators shall be established by the parties. This committee shall investigate insurance coverage options, insurance carriers, and in general monitor the existing insurance programs. Any recommendations of this committee shall be reduced to writing and submitted to the Board. The Board shall retain sole discretion for decisions affecting the insurance program, except that the Board shall not unilaterally reduce insurance coverage without the express written consent of the Union except as required by the Federal Health Care Reform Act.

The parties agree to continue the IRS Section 125 Flexible Benefit Plan established and implemented by the Board on January 1, 1991. Any administrative costs related thereto shall be borne by the Board and likewise any forfeiture of flexible spending account monies shall revert to the Board. The Board shall offer a Dental Option, selected by the Union, as part of the Flexible Benefit Plan.

### **Classified Staff Employees**

A health and medical insurance program shall be provided for each classified staff employee regularly working eighteen and three-fourths (18.75) or more hours per week. The Board shall pay the premium for the [PPO Single plan and up to \\$565 for the PPO Plus single plan](#) coverage for a plan for which the employee is eligible. [Enrollment in the District's PPO Plus plan will be closed to future enrollees upon ratification of this agreement.](#)

Dependent coverage will be made available at the classified staff employee's cost.

Any classified staff employee regularly assigned less than an average eighteen and three-fourths (18.75) hours per week shall not be eligible for the health and medical insurance program.

## **MONETARY PROPOSAL**

**RATIONALE:** The Board of Education is seeking to address both short- and long-term financial concerns as a result of economic downturns and several driving forces that have significantly impacted the District's revenue streams, forcing the District to spend reserves built over time in anticipation of forecasted enrollment growth. (The District has added ~700 students since 2000.) The negative financial implications of these issues will continue until the economy rejuvenates and the state of Illinois' financial situation improves. Additionally, state legislators recently passed a bill requiring all teachers who join the Teacher Retirement Service (TRS) after January 1, 2011, to work until age 67 in order to be eligible for full retirement benefits (Tier 2 employees). This new law adds an additional 12 required work years to the current retirement eligibility age of 55 that is in place for Tier 1 employees. The District's current salary schedule provides 15 steps, at increments of 4.35% per step. In order to address the financial implications the above items have already had and will continue to have on the District's finances, the Board proposes a revised salary schedule with additional steps and smaller percentage step increments. It should be noted, however, that the Board will continue to have the opportunity to add additional dollars to the value of the schedule's cells based on year-to-year financial considerations when renegotiating. The option of increasing the value of the schedules' cells was exercised in Year 2 and Year 3 of this package proposal.

**COST/SAVINGS:** New money costs for this monetary proposal are detailed in Exhibit A and summarized below. The new money proposed for salary increases in this three-year agreement will be offset significantly by proposed concessions for health insurance, as outlined previously in this package proposal.

## SCHEDULE MODIFICATIONS:

A summary of the Board's monetary proposal is as follows:

- Three year agreement per details on spreadsheet Exhibit A utilizing scattergrams agreed to prior to commencing negotiations. New money per spreadsheet details: 4% - 3% - 3% (See Exhibit A, page 15).
- Implementation of revised Board Salary Schedules (See Exhibit B, pages 16-23):
  - **Year 1 – 2011-12:**  
Double Step movement from current placement on the 2010-11 schedule to revised 2011-12 schedule allowed for eligible certified staff.  
Examples: Those on Step C of 2010-11 schedule move to Step D on new 2011-12 schedule  
Those on Step J of 2010-11 schedule move to Step K on new 2011-12 schedule  
Those eligible for a double step when transitioning to the new schedule will receive an equal or better percentage increase than they would if moving a step on the 2010-11 schedule.
  - **Year 2 – 2012-13:**  
Single Step movement from placement on the 2011-12 schedule to 2012-13 schedule allowed for eligible certified staff, with additional money added to base increasing the value of the cells.  
Examples: Those on Step D in 2011-12 move to Step D1 in 2012-13  
Those on Step K in 2011-12 move to Step K1 in 2012-13  
Year-to-year movement for those eligible for step provides a 3.485% salary contract increase.
  - **Year 3 – 2013-14:**  
Single Step movement from placement on the 2012-13 schedule to 2013-14 schedule allowed for eligible certified staff, with additional money added to base increasing the value of the cells.  
Examples: Those on Step D1 in 2012-13 move to Step E in 2013-14  
Those on Step K1 in 2012-13 move to Step L in 2013-14  
Year-to-year movement for those eligible for step provides a 3.60% salary contract increase.
- Placement of new hires for 2011-12: First year teachers will remain on Step C for the 2011-12 school year. Other newly hired teachers will be placed on the same step as those of current teachers with similar years of experience in accordance with their 2011-12 contract.
- Certified staff members possessing a master's degree have historically been eligible for an additional Longevity salary contract (See Exhibit B, pages 16-23). All staff members eligible for movement on the Longevity schedule shall receive one step each of the three years of this package proposal. No new money is added to the value of the Longevity schedules' cells.

- All staff members eligible to move over a lane on the Extra Duty schedule (See Exhibit C, pages 24-27) shall receive lane advancement each year of the three years of this package proposal with additional money added to the value of the schedules' cells in years 2 and 3:
  - **Year 1** – Lane advancement allowed, no increase in cell values
  - **Year 2** – Lane advancement allowed, 2.20% increase to cell values
  - **Year 3** – Lane advancement allowed, 2.85% increase to cell values
- Those staff members who attain additional graduate credit are eligible to move horizontally on the Salary and Longevity schedules each year (See Exhibit B, page 16-23).
- The values of the Miscellaneous Schedule are frozen for years 1 through 3 (See Exhibit D, page 28).
- Support Staff Monetary Increase:
  - **Year 1** – 4% - equal percentage increase provided to every support staff employee
  - **Year 2** – 3% - equal dollar spread - \$.51/hour provided to every support staff employee
  - **Year 3** – 3% - equal percentage increase provided to every support staff employee
- Establish joint Union/Board Committee to recommend either re-classification of secretaries or possible salary schedule for secretaries to Board of Education. Year 1 increase of 4% will be implemented for 2011-12 while committee convenes. Last date to finalize recommendation is May 1, 2012. Any changes implemented during the terms of this contract must fall within 3% - 3% new money to secretarial schedules.

# EXHIBIT A

10/31/2011

3-Year Package Proposal  
includes Board Paid TRS of  
10.3753%

2010-11		Year 1 - 2011-12		Year 2 - 2012-13		Year 3 - 2013-14	
<u>Costs</u>		<u>Increase</u>	<u>Costs**</u>	<u>Increase</u>	<u>Costs**</u>	<u>Increase</u>	<u>Costs**</u>
<b>Certified Staff</b>							
Salary Schedule*	11,255,403	4.10%	11,732,463	2.95%	12,078,974	2.98%	12,438,620
2% adjustments	15,418						
Longevity*	287,234	6.58%	306,135	4.77%	320,731	3.85%	333,082
Subtotal Salary & Longevity	11,558,055	4.16%	12,038,598	3.00%	12,399,705	3.00%	12,771,702
Extra Duty*	723,880	1.43%	734,203	3.03% +2.2%	756,450	3.04% +2.85%	779,473
Total Certified	12,281,935	490,866	12,772,801	383,354	13,156,155	395,020	13,551,175
Total % Increase		4.00%		3.00%		3.00%	
<b>Support Staff</b>							
	2,084,107	4.00%	2,167,401	3.000%	2,232,414	3.000%	2,299,387
Total All Staff	14,366,042	574,160	14,940,202	448,367	15,388,569	461,992	15,850,562
Total % Increase		4.00%		3.00%		3.00%	



**EXHIBIT B****2010-11 Teacher Salary Schedule without Board Paid TRS Contribution of 10.3753%**

<b><u>Step</u></b>	<b><u>BA</u></b>	<b><u>BA+15</u></b>	<b><u>MA</u></b>	<b><u>MA+15</u></b>	<b><u>MA+30</u></b>	<b><u>MA+45</u></b>	<b><u>MA+60</u></b>
<b>C</b>	36296	38110	40010	40793	41576	42355	43134
<b>D</b>	37837	39765	41754	42568	43382	44197	45013
<b>E</b>	39519	41493	43568	44419	45272	46120	46968
<b>F</b>	41240	43299	45461	46351	47238	48129	49013
<b>G</b>	43032	45184	47441	48367	49292	50220	51147
<b>H</b>	44905	47145	49503	50468	51438	52405	53373
<b>I</b>	46857	49198	51656	52667	53677	54688	55691
<b>J</b>	48896	51337	53904	54959	56011	57065	58115
<b>K</b>	51022	53570	56248	57348	58447	59548	60643
<b>L</b>	<u>53245</u>	55900	58696	59841	60990	62136	63281
<b>M</b>		58332	61250	62444	63645	64840	66034
<b>N</b>		<u>60872</u>	63912	65161	66410	67662	68908
<b>O</b>			66694	67997	69302	70601	71903
<b>P</b>			69596	70956	72315	73670	75031
<b>Q</b>			72625	74043	75461	76879	78296

**2010-11 Teacher Longevity Schedule without Board Paid TRS Contribution of 10.3753%**

<b><u>Completed Year of Service</u></b>	<b><u>MA</u></b>	<b><u>MA+15</u></b>	<b><u>MA+30</u></b>	<b><u>MA+45</u></b>	<b><u>MA+60</u></b>
14	0	0	0	0	0
15	0	0	0	0	0
16	0	0	0	0	0
<b>17</b>	<b>666</b>	<b>678</b>	<b>692</b>	<b>705</b>	<b>716</b>
18	666	678	692	705	716
<b>19</b>	<b>1329</b>	<b>1354</b>	<b>1381</b>	<b>1408</b>	<b>1434</b>
20	1329	1354	1381	1408	1434
21	1329	1354	1381	1408	1434
<b>22</b>	<b>2659</b>	<b>2709</b>	<b>2761</b>	<b>2814</b>	<b>2866</b>
23	2659	2709	2761	2814	2866
24	2659	2709	2761	2814	2866
<b>25</b>	<b>5315</b>	<b>5419</b>	<b>5520</b>	<b>5625</b>	<b>5729</b>
26	5315	5419	5520	5625	5729
<b>27</b>	<b>8203</b>	<b>8363</b>	<b>8523</b>	<b>8685</b>	<b>8843</b>
28	8203	8363	8523	8685	8843
29	8203	8363	8523	8685	8843
<b>30</b>	<b>12259</b>	<b>12478</b>	<b>12694</b>	<b>12911</b>	<b>13127</b>
31	12259	12478	12694	12911	13127
32	12259	12478	12694	12911	13127
33	12259	12478	12694	12911	13127
34	12259	12478	12694	12911	13127
35	12259	12478	12694	12911	13127
36	12259	12478	12694	12911	13127
37	12259	12478	12694	12911	13127
38	12259	12478	12694	12911	13127
39	12259	12478	12694	12911	13127
40	12259	12478	12694	12911	13127
41+	12259	12478	12694	12911	13127

**EXHIBIT B****2010-11 Teacher Salary Schedule including Board Paid TRS Contribution of 10.3753%**

<b><u>Step</u></b>	<b><u>BA</u></b>	<b><u>BA+15</u></b>	<b><u>MA</u></b>	<b><u>MA+15</u></b>	<b><u>MA+30</u></b>	<b><u>MA+45</u></b>	<b><u>MA+60</u></b>
<b>C</b>	40062	42064	44161	45025	45890	46749	47609
<b>D</b>	41763	43891	46086	46985	47883	48783	49683
<b>E</b>	43619	45798	48088	49028	49969	50905	51841
<b>F</b>	45519	47791	50178	51160	52139	53123	54098
<b>G</b>	47497	49872	52363	53385	54406	55430	56454
<b>H</b>	49564	52036	54639	55704	56775	57842	58911
<b>I</b>	51719	54302	57015	58131	59246	60362	61469
<b>J</b>	53969	56663	59497	60661	61822	62986	64145
<b>K</b>	56316	59128	62084	63298	64511	65726	66935
<b>L</b>	<u>58769</u>	61700	64786	66050	67318	68583	69847
<b>M</b>		64384	67605	68923	70248	71567	72885
<b>N</b>		<u>67188</u>	70543	71922	73300	74682	76057
<b>O</b>			73614	75052	76492	77926	79363
<b>P</b>			76817	78318	79818	81313	82816
<b>Q</b>			80160	81725	83290	84855	86419

**2010-11 Teacher Longevity Schedule including Board Paid TRS Contribution of 10.3753%**

<b><u>Completed Year of Service</u></b>	<b><u>MA</u></b>	<b><u>MA+15</u></b>	<b><u>MA+30</u></b>	<b><u>MA+45</u></b>	<b><u>MA+60</u></b>
14	0	0	0	0	0
15	0	0	0	0	0
16	0	0	0	0	0
<b>17</b>	<b>735</b>	<b>748</b>	<b>764</b>	<b>778</b>	<b>790</b>
18	735	748	764	778	790
<b>19</b>	<b>1467</b>	<b>1494</b>	<b>1524</b>	<b>1554</b>	<b>1583</b>
20	1467	1494	1524	1554	1583
21	1467	1494	1524	1554	1583
<b>22</b>	<b>2935</b>	<b>2990</b>	<b>3047</b>	<b>3106</b>	<b>3163</b>
23	2935	2990	3047	3106	3163
24	2935	2990	3047	3106	3163
<b>25</b>	<b>5866</b>	<b>5981</b>	<b>6093</b>	<b>6209</b>	<b>6323</b>
26	5866	5981	6093	6209	6323
<b>27</b>	<b>9054</b>	<b>9231</b>	<b>9407</b>	<b>9586</b>	<b>9760</b>
28	9054	9231	9407	9586	9760
29	9054	9231	9407	9586	9760
<b>30</b>	<b>13531</b>	<b>13773</b>	<b>14011</b>	<b>14251</b>	<b>14489</b>
31	13531	13773	14011	14251	14489
32	13531	13773	14011	14251	14489
33	13531	13773	14011	14251	14489
34	13531	13773	14011	14251	14489
35	13531	13773	14011	14251	14489
36	13531	13773	14011	14251	14489
37	13531	13773	14011	14251	14489
38	13531	13773	14011	14251	14489
39	13531	13773	14011	14251	14489
40	13531	13773	14011	14251	14489
41+	13531	13773	14011	14251	14489

**EXHIBIT B****2011-12 Teacher Salary Schedule without Board Paid TRS Contribution of 10.3753%**

(Note: Double step from prior year for those eligible equals equal or better increase than current schedule)

<b><u>Step</u></b>	<b><u>BA</u></b>	<b><u>BA+15</u></b>	<b><u>MA</u></b>	<b><u>MA+15</u></b>	<b><u>MA+30</u></b>	<b><u>MA+45</u></b>	<b><u>MA+60</u></b>
<b>C</b>	36296	38110	40010	40793	41576	42355	43134
<b>C1</b>	37085	38939	40880	41680	42480	43276	44072
<b>D</b>	37892	39786	41769	42587	43404	44217	45031
<b>D1</b>	38716	40651	42678	43513	44348	45179	46010
<b>E</b>	39558	41535	43606	44459	45313	46162	47011
<b>E1</b>	40419	42439	44555	45426	46298	47166	48033
<b>F</b>	41298	43362	45524	46414	47305	48192	49078
<b>F1</b>	42196	44305	46514	47424	48334	49240	50146
<b>G</b>	43114	45269	47525	48455	49386	50311	51236
<b>G1</b>	44051	46253	48559	49509	50460	51405	52351
<b>H</b>	45010	47259	49615	50586	51557	52523	53489
<b>H1</b>	45989	48287	50694	51686	52679	53666	54653
<b>I</b>	46989	49337	51797	52811	53824	54833	55841
<b>I1</b>	48011	50410	52924	53959	54995	56025	57056
<b>J</b>	49055	51507	54075	55133	56191	57244	58297
<b>J1</b>	50122	52627	55251	56332	57413	58489	59565
<b>K</b>	51212	53772	56452	57557	58662	59761	60860
<b>K1</b>	52326	54941	57680	58809	59938	61061	62184
<b>L</b>	53464	56136	58935	60088	61242	62389	63537
<b>L1</b>	54627	57357	60217	61395	62574	63746	64918
<b>M</b>		58605	61526	62730	63935	65132	66330
<b>M1</b>		59879	62865	64095	65325	66549	67773
<b>N</b>		61182	64232	65489	66746	67997	69247
<b>N1</b>		62512	65629	66913	68198	69475	70753
<b>O</b>			67056	68369	69681	70987	72292
<b>O1</b>			68515	69856	71197	72531	73865
<b>P</b>			70005	71375	72745	74108	75471
<b>P1</b>			71528	72927	74327	75720	77113
<b>Q</b>			73083	74514	75944	77367	78790
<b>Q1</b>			74673	76134	77596	79050	80503

**2011-12 Teacher Longevity Schedule without Board Paid TRS Contribution of 10.3753%**

<b><u>Completed Year of Service</u></b>	<b><u>MA</u></b>	<b><u>MA+15</u></b>	<b><u>MA+30</u></b>	<b><u>MA+45</u></b>	<b><u>MA+60</u></b>
14	0	0	0	0	0
15	0	0	0	0	0
16	0	0	0	0	0
<b>17</b>	<b>666</b>	<b>678</b>	<b>692</b>	<b>705</b>	<b>716</b>
18	666	678	692	705	716
<b>19</b>	<b>1329</b>	<b>1354</b>	<b>1381</b>	<b>1408</b>	<b>1434</b>
20	1329	1354	1381	1408	1434
21	1329	1354	1381	1408	1434
<b>22</b>	<b>2659</b>	<b>2709</b>	<b>2761</b>	<b>2814</b>	<b>2866</b>
23	2659	2709	2761	2814	2866
24	2659	2709	2761	2814	2866
<b>25</b>	<b>5315</b>	<b>5419</b>	<b>5520</b>	<b>5625</b>	<b>5729</b>
26	5315	5419	5520	5625	5729
<b>27</b>	<b>8203</b>	<b>8363</b>	<b>8523</b>	<b>8685</b>	<b>8843</b>
28	8203	8363	8523	8685	8843
29	8203	8363	8523	8685	8843
<b>30</b>	<b>12259</b>	<b>12478</b>	<b>12694</b>	<b>12911</b>	<b>13127</b>
31	12259	12478	12694	12911	13127
32	12259	12478	12694	12911	13127
33+	12259	12478	12694	12911	13127

**EXHIBIT B****2011-12 Teacher Salary Schedule including Board Paid TRS Contribution of 10.3753%**

(Double step movement from prior year for those eligible provides equal or better increase than step increase on current schedule)

<b>Step</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>
<b>C</b>	40062	42064	44161	45025	45890	46749	47609
<b>C1</b>	40933	42979	45122	46005	46888	47766	48645
<b>D</b>	41823	43914	46103	47005	47908	48805	49703
<b>D1</b>	42733	44869	47106	48028	48950	49867	50784
<b>E</b>	43663	45845	48130	49072	50014	50951	51888
<b>E1</b>	44612	46842	49177	50140	51102	52059	53017
<b>F</b>	45583	47861	50247	51230	52213	53192	54170
<b>F1</b>	46574	48902	51340	52344	53349	54349	55348
<b>G</b>	47587	49965	52456	53483	54509	55531	56552
<b>G1</b>	48622	51052	53597	54646	55695	56739	57782
<b>H</b>	49679	52162	54763	55835	56906	57973	59039
<b>H1</b>	50760	53297	55954	57049	58144	59234	60323
<b>I</b>	51864	54456	57171	58290	59409	60522	61635
<b>I1</b>	52992	55641	58415	59558	60701	61838	62976
<b>J</b>	54145	56851	59685	60853	62021	63183	64345
<b>J1</b>	55322	58087	60983	62177	63370	64557	65745
<b>K</b>	56526	59351	62310	63529	64748	65962	67175
<b>K1</b>	57755	60641	63665	64911	66157	67396	68636
<b>L</b>	59011	61960	65050	66323	67596	68862	70129
<b>L1</b>	60295	63308	66464	67765	69066	70360	71654
<b>M</b>		64685	67910	69239	70568	71890	73212
<b>M1</b>		66092	69387	70745	72103	73454	74805
<b>N</b>		67529	70896	72284	73671	75051	76432
<b>N1</b>		68998	72438	73856	75273	76684	78094
<b>O</b>			74014	75462	76911	78352	79793
<b>O1</b>			75623	77103	78583	80056	81528
<b>P</b>			77268	78780	80293	81797	83301
<b>P1</b>			78949	80494	82039	83576	85113
<b>Q</b>			80666	82245	83823	85394	86964
<b>Q1</b>			82420	84033	85646	87251	88856

**2011-12 Teacher Longevity Schedule including Board Paid TRS Contribution of 10.3753%**

<b>Completed Year of Service</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>
14	0	0	0	0	0
15	0	0	0	0	0
16	0	0	0	0	0
<b>17</b>	<b>735</b>	<b>748</b>	<b>764</b>	<b>778</b>	<b>790</b>
18	735	748	764	778	790
<b>19</b>	<b>1467</b>	<b>1494</b>	<b>1524</b>	<b>1554</b>	<b>1583</b>
20	1467	1494	1524	1554	1583
21	1467	1494	1524	1554	1583
<b>22</b>	<b>2935</b>	<b>2990</b>	<b>3047</b>	<b>3106</b>	<b>3163</b>
23	2935	2990	3047	3106	3163
24	2935	2990	3047	3106	3163
<b>25</b>	<b>5866</b>	<b>5981</b>	<b>6093</b>	<b>6209</b>	<b>6323</b>
26	5866	5981	6093	6209	6323
27	9054	9231	9407	9586	9760
28	9054	9231	9407	9586	9760
29	9054	9231	9407	9586	9760
<b>30</b>	<b>13531</b>	<b>13773</b>	<b>14011</b>	<b>14251</b>	<b>14489</b>
31	13531	13773	14011	14251	14489
32+	13531	13773	14011	14251	14489

**EXHIBIT B****2012-13 Teacher Salary Schedule without Board Paid TRS Contribution of 10.3753%**

(Year to year step increase for those eligible for movement equals 3.485% increase.)

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>MA+60</u>
C	36762	38599	40523	41316	42109	42898	43687
C1	37561	39438	41405	42215	43025	43831	44638
D	38378	40296	42305	43133	43961	44785	45608
D1	39213	41173	43225	44071	44917	45759	46600
E	40066	42068	44166	45030	45894	46754	47614
E1	40937	42983	45126	46009	46892	47771	48650
F	41828	43918	46108	47010	47912	48810	49708
F1	42737	44873	47110	48032	48954	49872	50789
G	43667	45849	48135	49077	50019	50956	51894
G1	44617	46847	49182	50145	51107	52065	53022
H	45587	47865	50252	51235	52219	53197	54175
H1	46579	48907	51345	52350	53354	54354	55354
I	47592	49970	52462	53488	54515	55536	56558
I1	48627	51057	53603	54652	55701	56744	57788
J	49684	52168	54768	55840	56912	57978	59045
J1	50765	53302	55960	57055	58150	59239	60329
K	51869	54462	57177	58296	59415	60528	61641
K1	52997	55646	58420	59564	60707	61844	62982
L	54150	56856	59691	60859	62027	63189	64352
L1	55328	58093	60989	62183	63376	64564	65751
M		59357	62316	63535	64755	65968	67181
M1		60648	63671	64917	66163	67403	68643
N		61967	65056	66329	67602	68869	70136
N1		63314	66471	67772	69073	70367	71661
O			67917	69246	70575	71897	73220
O1			69394	70752	72110	73461	74812
P			70903	72291	73678	75059	76439
P1			72445	73863	75281	76691	78102
Q			74021	75470	76918	78359	79801
Q1			75631	77111	78591	80064	81536

**2012-13 Teacher Longevity Schedule without Board Paid TRS Contribution of 10.3753%**

<u>Completed Year of Service</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>MA+60</u>
14	0	0	0	0	0
15	0	0	0	0	0
16	0	0	0	0	0
17	666	678	692	705	716
18	666	678	692	705	716
19	1329	1354	1381	1408	1434
20	1329	1354	1381	1408	1434
21	1329	1354	1381	1408	1434
22	2659	2709	2761	2814	2866
23	2659	2709	2761	2814	2866
24	2659	2709	2761	2814	2866
25	5315	5419	5520	5625	5729
26	5315	5419	5520	5625	5729
27	8203	8363	8523	8685	8843
28	8203	8363	8523	8685	8843
29	8203	8363	8523	8685	8843
30	12259	12478	12694	12911	13127
31	12259	12478	12694	12911	13127
32+	12259	12478	12694	12911	13127

## EXHIBIT B

### 2012-13 Teacher Salary Schedule including Board Paid TRS Contribution of 10.3753%

(Year to year step increase for those eligible for movement equals 3.485% increase.)

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>MA+60</u>
C	40576	42604	44728	45603	46478	47349	48220
C1	41458	43530	45701	46595	47489	48379	49269
D	42360	44477	46695	47608	48522	49431	50340
D1	43281	45445	47710	48644	49578	50506	51435
E	44223	46433	48748	49702	50656	51605	52554
E1	45185	47443	49808	50783	51758	52727	53697
F	46167	48475	50891	51887	52883	53874	54865
F1	47172	49529	51998	53016	54034	55046	56058
G	48197	50606	53129	54169	55209	56243	57278
G1	49246	51707	54285	55347	56410	57467	58523
H	50317	52832	55466	56551	57637	58716	59796
H1	51411	53981	56672	57781	58890	59994	61097
I	52529	55155	57905	59038	60171	61298	62426
I1	53672	56354	59164	60322	61480	62632	63784
J	54839	57580	60451	61634	62817	63994	65171
J1	56032	58832	61766	62974	64183	65386	66588
K	57251	60112	63109	64344	65579	66808	68037
K1	58496	61420	64482	65744	67005	68261	69516
L	59768	62755	65884	67173	68463	69746	71028
L1	61068	64120	67317	68634	69952	71263	72573
M		65515	68781	70127	71473	72813	74152
M1		66940	70277	71653	73028	74396	75765
N		68396	71806	73211	74616	76014	77412
N1		69883	73368	74803	76239	77668	79096
O			74963	76430	77897	79357	80816
O1			76594	78093	79592	81083	82574
P			78260	79791	81323	82846	84370
P1			79962	81527	83092	84648	86205
Q			81701	83300	84899	86489	88080
Q1			83478	85112	86745	88371	89996

### 2012-13 Teacher Longevity Schedule including Board Paid TRS Contribution of 10.3753%

<u>Completed Year of Service</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>MA+60</u>
14	0	0	0	0	0
15	0	0	0	0	0
16	0	0	0	0	0
17	735	748	764	778	790
18	735	748	764	778	790
19	1467	1494	1524	1554	1583
20	1467	1494	1524	1554	1583
21	1467	1494	1524	1554	1583
22	2935	2990	3047	3106	3163
23	2935	2990	3047	3106	3163
24	2935	2990	3047	3106	3163
25	5866	5981	6093	6209	6323
26	5866	5981	6093	6209	6323
27	9054	9231	9407	9586	9760
28	9054	9231	9407	9586	9760
29	9054	9231	9407	9586	9760
30	13531	13773	14011	14251	14489
31	13531	13773	14011	14251	14489
32	13531	13773	14011	14251	14489
33+	13531	13773	14011	14251	14489

**EXHIBIT B****2013-14 Teacher Salary Schedule without Board Paid TRS Contribution of 10.3753%**

(Year to year step increase for those eligible for movement equals 3.60% increase.)

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>MA+60</u>
C	37273	39136	41087	41891	42695	43495	44295
C1	38084	39987	41981	42802	43624	44441	45259
D	38912	40857	42894	43733	44573	45408	46243
D1	39758	41745	43827	44684	45542	46395	47249
E	40623	42653	44780	45656	46533	47404	48276
E1	41507	43581	45754	46649	47545	48436	49326
F	42409	44529	46749	47664	48579	49489	50399
F1	43332	45497	47766	48701	49635	50565	51495
G	44274	46487	48805	49760	50715	51665	52615
G1	45237	47498	49866	50842	51818	52789	53760
H	46221	48531	50951	51948	52945	53937	54929
H1	47227	49587	52059	53078	54097	55110	56124
I	48254	50665	53191	54232	55273	56309	57344
I1	49303	51767	54348	55412	56475	57534	58592
J	50376	52893	55530	56617	57704	58785	59866
J1	51471	54044	56738	57848	58959	60063	61168
K	52591	55219	57972	59107	60241	61370	62499
K1	53735	56420	59233	60392	61551	62705	63858
L	54903	57647	60521	61706	62890	64068	65247
L1	56097	58901	61838	63048	64258	65462	66666
M		60182	63183	64419	65656	66886	68116
M1		61491	64557	65820	67084	68341	69597
N		62829	65961	67252	68543	69827	71111
N1		64195	67396	68715	70033	71346	72658
O			68861	70209	71557	72897	74238
O1			70359	71736	73113	74483	75853
P			71889	73296	74703	76103	77503
P1			73453	74891	76328	77758	79188
Q			75051	76519	77988	79449	80911
Q1			76683	78184	79684	81177	82670

**2013-14 Teacher Longevity Schedule without Board Paid TRS Contribution of 10.3753%**

<u>Completed Year of Service</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>MA+60</u>
14	0	0	0	0	0
15	0	0	0	0	0
16	0	0	0	0	0
17	666	678	692	705	716
18	666	678	692	705	716
19	1329	1354	1381	1408	1434
20	1329	1354	1381	1408	1434
21	1329	1354	1381	1408	1434
22	2659	2709	2761	2814	2866
23	2659	2709	2761	2814	2866
24	2659	2709	2761	2814	2866
25	5315	5419	5520	5625	5729
26	5315	5419	5520	5625	5729
27	8203	8363	8523	8685	8843
28	8203	8363	8523	8685	8843
29	8203	8363	8523	8685	8843
30	12259	12478	12694	12911	13127
31	12259	12478	12694	12911	13127
32	12259	12478	12694	12911	13127
33+	12259	12478	12694	12911	13127

**EXHIBIT B****2013-14 Teacher Salary Schedule including Board Paid TRS Contribution of 10.3753%**

(Year to year step increase for those eligible for movement equals 3.60% increase.)

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>MA+60</u>
C	41140	43196	45350	46237	47125	48008	48891
C1	42035	44136	46336	47243	48150	49052	49954
D	42949	45096	47344	48271	49197	50119	51041
D1	43883	46077	48374	49320	50267	51209	52151
E	44838	47079	49426	50393	51360	52323	53285
E1	45813	48103	50501	51489	52478	53461	54444
F	46810	49149	51599	52609	53619	54624	55628
F1	47828	50218	52722	53753	54785	55812	56838
G	48868	51310	53868	54923	55977	57026	58074
G1	49931	52426	55040	56117	57194	58266	59338
H	51017	53567	56237	57338	58438	59533	60628
H1	52126	54732	57460	58585	59709	60828	61947
I	53260	55922	58710	59859	61008	62151	63294
I1	54419	57138	59987	61161	62335	63503	64671
J	55602	58381	61292	62491	63691	64884	66077
J1	56812	59651	62625	63850	65076	66295	67515
K	58047	60948	63987	65239	66491	67737	68983
K1	59310	62274	65379	66658	67937	69210	70483
L	60600	63628	66801	68108	69415	70716	72016
L1	61918	65012	68253	69589	70925	72254	73583
M		66426	69738	71103	72468	73825	75183
M1		67871	71255	72649	74044	75431	76818
N		69347	72805	74229	75654	77072	78489
N1		70856	74388	75844	77300	78748	80196
O			76006	77493	78981	80461	81941
O1			77659	79179	80699	82211	83723
P			79348	80901	82454	83999	85544
P1			81074	82661	84247	85826	87404
Q			82837	84459	86080	87693	89305
Q1			84639	86296	87952	89600	91248

**2013-14 Teacher Longevity Schedule including Board Paid TRS Contribution of 10.3753%**

<u>Completed Year of Service</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>MA+60</u>
14	0	0	0	0	0
15	0	0	0	0	0
16	0	0	0	0	0
17	735	748	764	778	790
18	735	748	764	778	790
19	1467	1494	1524	1554	1583
20	1467	1494	1524	1554	1583
21	1467	1494	1524	1554	1583
22	2935	2990	3047	3106	3163
23	2935	2990	3047	3106	3163
24	2935	2990	3047	3106	3163
25	5866	5981	6093	6209	6323
26	5866	5981	6093	6209	6323
27	9054	9231	9407	9586	9760
28	9054	9231	9407	9586	9760
29	9054	9231	9407	9586	9760
30	13531	13773	14011	14251	14489
31	13531	13773	14011	14251	14489
32	13531	13773	14011	14251	14489
33+	13531	13773	14011	14251	14489



**EXHIBIT C****2010-11 Extra Duty Schedule without Board  
Paid TRS Contribution of 10.3753%**

<b><u>Category</u></b>	<b><u>I</u></b>	<b><u>II</u></b>	<b><u>III</u></b>	<b><u>IV</u></b>
<b>A</b>	7,108	7,530	7,946	8,364
<b>B</b>	5,647	6,061	6,482	6,901
<b>C</b>	4,812	5,227	5,647	6,061
<b>D</b>	4,387	4,812	5,227	5,647
<b>E</b>	3,608	4,023	4,443	4,862
<b>F</b>	3,874	4,240		
<b>G</b>	3,670	4,015		
<b>H</b>	3,268	3,571		
<b>I</b>	3,062	3,349		
<b>J</b>	2,860	3,128		
<b>K</b>	2,451	2,682		
<b>L</b>	2,252	2,463		
<b>M</b>	2,046	2,238		
<b>N</b>	1,843	2,020		
<b>O</b>	1,643	1,794		
<b>P</b>	1,336	1,460		
<b>Q</b>	1,133	1,241		
<b>R</b>	1,033	1,128		
<b>S</b>	930	1,015		
<b>T</b>	728	798		

**2010-11 Extra Duty Schedule including Board  
Paid TRS Contribution of 10.3753%**

<b><u>Category</u></b>	<b><u>I</u></b>	<b><u>II</u></b>	<b><u>III</u></b>	<b><u>IV</u></b>
<b>A</b>	7,845	8,311	8,770	9,232
<b>B</b>	6,233	6,690	7,155	7,617
<b>C</b>	5,311	5,769	6,233	6,690
<b>D</b>	4,842	5,311	5,769	6,233
<b>E</b>	3,982	4,440	4,904	5,366
<b>F</b>	4,276	4,680		
<b>G</b>	4,051	4,432		
<b>H</b>	3,607	3,941		
<b>I</b>	3,380	3,696		
<b>J</b>	3,157	3,453		
<b>K</b>	2,705	2,960		
<b>L</b>	2,486	2,719		
<b>M</b>	2,258	2,470		
<b>N</b>	2,034	2,230		
<b>O</b>	1,813	1,980		
<b>P</b>	1,475	1,611		
<b>Q</b>	1,251	1,370		
<b>R</b>	1,140	1,245		
<b>S</b>	1,026	1,120		
<b>T</b>	804	881		

**2011-12 Extra Duty Schedule without Board Paid  
TRS Contribution of 10.3753%**

<b><u>Category</u></b>	<b><u>I</u></b>	<b><u>II</u></b>	<b><u>III</u></b>	<b><u>IV</u></b>
<b>A</b>	7,108	7,530	7,946	8,364
<b>B</b>	5,647	6,061	6,482	6,901
<b>C</b>	4,812	5,227	5,647	6,061
<b>D</b>	4,387	4,812	5,227	5,647
<b>E</b>	3,608	4,023	4,443	4,862
<b>F</b>	3,874	4,240		
<b>G</b>	3,670	4,015		
<b>H</b>	3,268	3,571		
<b>I</b>	3,062	3,349		
<b>J</b>	2,860	3,128		
<b>K</b>	2,451	2,682		
<b>L</b>	2,252	2,463		
<b>M</b>	2,046	2,238		
<b>N</b>	1,843	2,020		
<b>O</b>	1,643	1,794		
<b>P</b>	1,336	1,460		
<b>Q</b>	1,133	1,241		
<b>R</b>	1,033	1,128		
<b>S</b>	930	1,015		
<b>T</b>	728	798		

**2011-12 Extra Duty Schedule including Board Paid  
TRS Contribution of 10.3753%**

<b><u>Category</u></b>	<b><u>I</u></b>	<b><u>II</u></b>	<b><u>III</u></b>	<b><u>IV</u></b>
<b>A</b>	7,845	8,311	8,770	9,232
<b>B</b>	6,233	6,690	7,155	7,617
<b>C</b>	5,311	5,769	6,233	6,690
<b>D</b>	4,842	5,311	5,769	6,233
<b>E</b>	3,982	4,440	4,904	5,366
<b>F</b>	4,276	4,680		
<b>G</b>	4,051	4,432		
<b>H</b>	3,607	3,941		
<b>I</b>	3,380	3,696		
<b>J</b>	3,157	3,453		
<b>K</b>	2,705	2,960		
<b>L</b>	2,486	2,719		
<b>M</b>	2,258	2,470		
<b>N</b>	2,034	2,230		
<b>O</b>	1,813	1,980		
<b>P</b>	1,475	1,611		
<b>Q</b>	1,251	1,370		
<b>R</b>	1,140	1,245		
<b>S</b>	1,026	1,120		
<b>T</b>	804	881		

**EXHIBIT C****2012-13 Extra Duty Schedule without Board Paid  
TRS Contribution of 10.3753%**

<u>Category</u>	<u>I</u>	<u>II</u>	<u>III</u>	<u>IV</u>
A	7,264	7,696	8,121	8,548
B	5,771	6,194	6,625	7,053
C	4,918	5,342	5,771	6,194
D	4,484	4,918	5,342	5,771
E	3,687	4,112	4,541	4,969
F	3,959	4,333		
G	3,751	4,103		
H	3,340	3,650		
I	3,129	3,423		
J	2,923	3,197		
K	2,505	2,741		
L	2,302	2,517		
M	2,091	2,287		
N	1,884	2,064		
O	1,679	1,833		
P	1,365	1,492		
Q	1,158	1,268		
R	1,056	1,153		
S	950	1,037		
T	744	816		

**2012-13 Extra Duty Schedule including Board  
Paid TRS Contribution of 10.3753%**

<u>Category</u>	<u>I</u>	<u>II</u>	<u>III</u>	<u>IV</u>
A	8,018	8,494	8,964	9,435
B	6,370	6,837	7,312	7,785
C	5,428	5,896	6,370	6,837
D	4,949	5,428	5,896	6,370
E	4,070	4,539	5,012	5,485
F	4,370	4,783		
G	4,140	4,529		
H	3,687	4,029		
I	3,454	3,778		
J	3,226	3,529		
K	2,765	3,025		
L	2,541	2,778		
M	2,308	2,524		
N	2,079	2,278		
O	1,853	2,023		
P	1,507	1,647		
Q	1,278	1,400		
R	1,166	1,273		
S	1,049	1,145		
T	821	901		

**2013-14 Extra Duty Schedule without Board Paid  
TRS Contribution of 10.3753%**

<u>Category</u>	<u>I</u>	<u>II</u>	<u>III</u>	<u>IV</u>
A	7,471	7,915	8,352	8,792
B	5,935	6,371	6,814	7,254
C	5,058	5,494	5,935	6,371
D	4,612	5,058	5,494	5,935
E	3,792	4,229	4,670	5,111
F	4,072	4,456		
G	3,858	4,220		
H	3,435	3,754		
I	3,218	3,521		
J	3,006	3,288		
K	2,576	2,819		
L	2,368	2,589		
M	2,151	2,352		
N	1,938	2,123		
O	1,727	1,885		
P	1,404	1,535		
Q	1,191	1,304		
R	1,086	1,186		
S	977	1,067		
T	765	839		

**2013-14 Extra Duty Schedule including Board  
Paid TRS Contribution of 10.3753%**

<u>Category</u>	<u>I</u>	<u>II</u>	<u>III</u>	<u>IV</u>
A	8,246	8,736	9,219	9,704
B	6,551	7,032	7,521	8,007
C	5,583	6,064	6,551	7,032
D	5,090	5,583	6,064	6,551
E	4,185	4,668	5,155	5,641
F	4,494	4,918		
G	4,258	4,658		
H	3,791	4,143		
I	3,552	3,886		
J	3,318	3,629		
K	2,843	3,111		
L	2,614	2,858		
M	2,374	2,596		
N	2,139	2,343		
O	1,906	2,081		
P	1,550	1,694		
Q	1,315	1,439		
R	1,199	1,309		
S	1,078	1,178		
T	844	926		

**EXTRA-DUTY SCHEDULE**

(corresponds with schedules on pages 24 &amp; 25)

**CATEGORY A**

Athletic Trainer – Fall  
 Athletic Trainer – Winter  
 Athletic Trainer - Spring  
 Head Basketball (Boys & Girls)  
 Head Football (Boys)

**CATEGORY B**

Head Baseball  
 Head Bowling  
 Head Soccer (Boys & Girls)  
 Head Softball  
 Head Swimming (Boys & Girls)  
 Head Track (Boys & Girls)  
 Head Volleyball (Boys & Girls)  
 Head Wrestling

**CATEGORY C**

Head Badminton  
 Head Cheerleading - Winter  
 Head Cross Country (Boys & Girls)  
 Head Golf  
 Head Tennis (Boys & Girls)  
 Ass't Basketball (Boys & Girls)  
     Head Sophomore  
     Head Freshman  
 Ass't Football  
     Varsity Ass't  
     Head Sophomore  
     Head Freshman  
 Ass't Track (Boys & Girls)  
 (Moved to Category D if coach is  
 unable to fulfill indoor track season  
 obligations)

**CATEGORY D**

Ass't Baseball  
     Varsity Ass't  
     Head Sophomore  
     Head Freshman  
 Ass't Basketball (Boys & Girls)  
     Varsity Ass't  
     Freshman B  
     Sophomore B

**CATEGORY D Continued**

Ass't Football  
     Sophomore  
     Freshman  
 Ass't Softball  
     Varsity Ass't  
     Head Sophomore  
     Head Freshman  
 Ass't Soccer (Boys & Girls)  
     Varsity Ass't  
     Head Sophomore  
     Head Freshman  
 Ass't Volleyball (Boys & Girls)  
     Varsity Ass't (Girls)  
     Head Sophomore  
     Head Freshman  
 Ass't Bowling  
 Ass't Swimming (Boys & Girls)  
 Ass't Wrestling

**CATEGORY E**

Head Flag Team  
 Head Majorettes  
 Head Sparkettes  
 Ass't Badminton  
 Ass't Baseball  
     Freshman B  
 Ass't Cross Country  
 Ass't Golf  
 Ass't Tennis (Boys & Girls)  
 Sophomore Cheerleading – Winter  
 NJROTC Drill Team  
 NJROTC Rifle Team

**CATEGORY F**

Aquatics Director  
 Band/Jazz Sponsor  
 Choral/Swing Sponsor  
 Z-B TV Sponsor

**CATEGORY G**

Newspaper Sponsor  
 Project P.R.I.D.E. Sponsor  
 Yearbook Sponsor

**CATEGORY H**

**CATEGORY I**

Academic Team Sponsor  
Head Cheerleading - Fall  
Head Forensics Sponsor  
Testing Coordinator

**CATEGORY J**

Mosaics Sponsor

**CATEGORY K**

ELL Coordinator  
Freshman Cheerleading – Fall/Winter  
Mentor Coordinator  
Play Directors (per play-4 max)  
Play Technical Director (per play-4 max)  
Producer/Drama  
Title I Coordinator

**CATEGORY L**

Senior Class Sponsor  
Sophomore Cheerleading – Fall

**CATEGORY M**

Ass't Academic Team Sponsor  
Ass't Forensics Sponsor  
Exchange Student Organization Sponsor  
Fencing Sponsor  
Homecoming Sponsor  
Junior Class Sponsor  
Mock Trial Sponsor  
Orienteering and NJROTC Unit Coordinator  
Prom Sponsor  
Robotics Sponsor

**CATEGORY N**

French Club Sponsor  
Freshman Class Sponsor  
German Club Sponsor  
Sophomore Class Sponsor  
Spanish Club Sponsor  
Student Council Sponsor – New Tech  
TATU/Snowball Sponsors

**CATEGORY O**

Ass't Tech Director (1 Musical only)  
Bass Fishing  
Choreographer (1 Musical only)  
Summer Varsity Softball  
Summer Varsity Baseball  
Weightlifting Sponsor - Summer

**CATEGORY P**

Ass't Director (1 Musical only)  
Drama Business Manager  
Instrumental Director (1 Musical only)  
National Honor Society Sponsor  
Vocal Director (1 Musical only)

**CATEGORY Q**

Game Club Sponsor  
HATT Club Sponsor  
Key Club Sponsor  
Service Club Sponsor NHS – New Tech  
Service Club Sponsor Interact – New Tech  
Weightlifting Sponsor – Fall/Winter/Spring

**CATEGORY R**

Brother to Brother Sponsors  
Sister to Sister Sponsors  
Healthy Youth Sponsor (See TATU)  
Nat'l Thespian Society Sponsor  
S.H.A.D.E.S. Sponsor  
Summer Sophomore Baseball

**CATEGORY S**

Swarm Club Sponsor  
VICA Sponsor

**CATEGORY T**

Play Carpenter (per play/max 4 per year)

The above stipends and duties may be split by mutual agreement between the sponsors and the administration.

# EXHIBIT D

## MISCELLANEOUS STIPEND SCHEDULE

<u>Article VII Sec.</u>	<u>Subject</u>	<u>2010-11</u>	<u>2011-12</u>	<u>2012-13</u>	<u>2013-14</u>
C.	Counselors*	\$427.06	\$427.06	\$427.06	\$427.06
L.	Disability	\$16.26	\$16.26	\$16.26	\$16.26
N.	Substitution*	\$0.65	\$0.65	\$0.65	\$0.65
O.2.	Overload-Full Period*	\$3,417	\$3,417	\$3,417	\$3,417
	Overload-Half Period*	\$1,709	\$1,709	\$1,709	\$1,709
O.3.a.	Overload*	\$3,417	\$3,417	\$3,417	\$3,417
O.3.b.	Overload*	\$4,271	\$4,271	\$4,271	\$4,271
O.3.c.	Overload*	\$5,124	\$5,124	\$5,124	\$5,124
O.4.a.	Overload*	\$4,271	\$4,271	\$4,271	\$4,271
O.4.b.	Overload*	\$5,124	\$5,124	\$5,124	\$5,124
P.	D.C. Base*	\$2,421	\$2,421	\$2,421	\$2,421
	D.C. Additional Member*	\$145	\$145	\$145	\$145
	D.C. Extra Duties*	\$485	\$485	\$485	\$485
Q.	Saturday Detention*	\$30.95	\$30.95	\$30.95	\$30.95
R.	Summer School*	\$33.06	\$33.06	\$33.06	\$33.06
	Night School*	\$33.06	\$33.06	\$33.06	\$33.06
S.	Tuition-Teacher	\$163	\$163	\$163	\$163
	Tuition-Classified	\$96	\$96	\$96	\$96
T.3.	Meal Allowance:				
	Breakfast	\$17.50	\$17.50	\$17.50	\$17.50
	Lunch	\$26.35	\$26.35	\$26.35	\$26.35
	Dinner	\$44.24	\$44.24	\$44.24	\$44.24
W.3.	Retirement-Teacher	\$172	\$172	\$172	\$172
X.	Retirement-Classified	\$8,301	\$8,301	\$8,301	\$8,301
Z.	Longevity-Classified	\$0.21	\$0.21	\$0.21	\$0.21
CC.	Advisor*	\$2,905	\$2,905	\$2,905	\$2,905
	Lead Advisor*	\$1,169	\$1,169	\$1,169	\$1,169
DD.	Split period:				
	Academic Class*	\$853	\$853	\$853	\$853
	Prep/Supervision*	\$426	\$426	\$426	\$426
NJROTC		Per Navy Contract	Per Navy Contract	Per Navy Contract	Per Navy Contract

Classified Staff

4%

\$ .51/hr. (3%)

3%

\*Does not include the Board paid employee retirement system contribution